FCI flexible compensation institute

ecfc™

THE FLEXIBLE COMPENSATION INSTITUTE, LLC
A WHOLLY OWNED SUBSIDIARY OF
THE EMPLOYERS COUNCIL ON FLEXIBLE COMPENSATION
HEREBY CONFERS UPON

Brian Childs

THE DESIGNATION OF

HSAS Certification

in recognition of the successful completion of the
ECFC Certification Examination and required continuing education.

AWARDED ON

November 4, 2026

This designation is valid for three (3) years from the date of award.

Karen Frost
FCI PRESIDENT

Christa Day
FCI MANAGING DIRECTOR